

**TOWN OF DAVIE
TOWN COUNCIL AGENDA REPORT**

TO: Mayor and Councilmembers

FROM/PHONE: Joseph Montopoli, Fire Chief (954) 797-1842

PREPARED BY: Frank Suriano, Assistant Chief (954) 797-1843

SUBJECT: Resolution

AFFECTED DISTRICT: All

ITEM REQUEST: Schedule for Council Meeting

TITLE OF AGENDA ITEM: A RESOLUTION OF THE TOWN OF DAVIE, FLORIDA, SETTING FORTH BENEFITS FOR NON-REPRESENTED FIRE MANAGEMENT STAFF; PROVIDING FOR AN EFFECTIVE DATE. (\$108,918 - not budgeted)

REPORT IN BRIEF: This resolution will correct the salary compression and benefit problem that exists between the represented fire bargaining unit (IAFF CBA) and non-represented fire management staff in the Fire Rescue Department. In addition, it will provide a fair and equitable benefit package for the non-represented fire management staff and promote upward mobility within the organization.

PREVIOUS ACTIONS: None

CONCURRENCES: Human Resources concur with this resolution.

FISCAL IMPACT: Yes

Has request been budgeted? No

If no, amount needed: \$108,918 (\$60,670/Fire Management with \$48,248 set aside for Battalion Chief's awaiting PERC decision)

What account will funds be appropriated from: Salary and benefits would be funded using FY08 unfilled positions(s).

RECOMMENDATION(S):

Attachment(s): Resolution, Exhibit 1

RESOLUTION NO. _____

A RESOLUTION OF THE TOWN OF DAVIE, FLORIDA, SETTING FORTH BENEFITS FOR NON-REPRESENTED FIRE MANAGEMENT STAFF; PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, upon being promoted/hired, the non-represented fire management staff lose a substantial number of benefits previously afforded to them by the fire bargaining unit; and

WHEREAS, the Town recognizes that employees who choose to increase their responsibilities and take on additional challenges in management to improve service to our citizens should not suffer a loss in benefits; and

WHEREAS, the Town wishes to establish a fair and equitable policy of benefits to be afforded to non-represented fire management staff by the Town.

NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COUNCIL OF THE TOWN OF DAVIE, FLORIDA:

SECTION 1. In addition to the current benefits afforded to non-represented fire management staff, the provisional benefits of the fire bargaining unit with the Town shall apply to the non-represented fire management staff, who shall be the recipients of the benefits provided for therein.

SECTION 2. To correct current and future "salary compression" between the represented fire bargaining unit and the non-represented fire management staff, the following plan shall be adopted:

A. Following any salary increase in the fire bargaining unit, the lowest ranking non-represented fire management staff position(s) will receive and maintain a

minimum salary increase that is 10% greater than the highest ranking fire bargaining unit position(s) of equivalent work schedule.

B. Each rank of the non-represented fire management staff will receive and maintain a minimum 5% increase over their respective lower rank of equivalent work schedule.

C. In addition, the Fire Chief will receive and maintain a minimum 10% increase over his/her respective lower rank.

SECTION 3. This resolution shall take effect immediately upon its passage and adoption.

PASSED AND ADOPTED THIS _____ DAY OF _____, 2008.

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Mayor

ATTEST:

Town Clerk

APPROVED THIS _____ DAY OF _____, 2008.

EXHIBIT 1 Salary Analysis

FY08 Salary Comparison (from Town/IAFF CBA pay plan as of 10/01/07)

Fire Department base pay (the following percentages refer to current salaries):

24 hour shift (48 hours week average)

Battalion: 0.34% above Captain (highest ranking fire bargaining unit position)

Day shift (40 hours week)

Battalion: 8.78% less than Captain
Assistant: 2.79% above Battalion Chief
Deputy: 2.76% above Assistant Chief
Fire Chief: 15.98% above Deputy Chief

The following percentages refer to the salaries if proposed recommendation is approved.

24 hour shift (48 hours week average)

Battalion: 10% above Captain (highest ranking fire bargaining unit position)

Day shift (40 hours week)

Battalion: 10% above Captain
Assistant: 5% above Battalion Chief
Deputy: 5% above Assistant Chief
Fire Chief: 10% above Deputy Chief

In comparison, the Police Department does not have a salary compression problem between represented police bargaining unit ranks and non-represented police management ranks. The Police Department's compression problem was corrected with the approval of Resolution R-2000-237.

Recommendations:

It is proposed that a 10% spread in base salary between the highest ranking fire bargaining unit position and non-represented fire management staff positions, in equivalent work schedule, be established and maintained; likewise, a 5% spread between each mid-management position(s),(rank). In

addition, there should be a minimum of 10% between the Fire Chief and his/her respective lower rank.

Cost analysis: Base pay and benefits

The total cost to realign and implement a fair and equitable policy for non-represented fire management staff would be \$108,918.00, (Feb. thru Sept. 30, 2008 - \$60,670/Fire Management with \$48,248 set aside for Battalion Chief's awaiting PERC decision).

*The Fire Union (IAFF Local 2315) currently petitioned PERC to include the Battalion Chief positions into the represented bargaining unit.